



The University of Texas at Austin

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September 20, 2019

Dean Sharon Wood
 Cockrell School of Engineering
 Mail Code: C2100

Dear Sharon:

Please advise Assistant Professor Evdokia Nikolova that the request for a one-year probationary period extension for reason of childbirth has been applied.

Professor Nikolova joined the faculty of the Department of Electrical and Computer Engineering in the spring semester of 2014. With this extension, the university will no longer count the 2019-20 academic year toward fulfillment of the required probationary period of service and it is projected that Professor Nikolova mandatory promotion and tenure review will likely occur in the fall semester of 2021-22 per the chart below:

Academic Year	Probationary Period Status
2013-14	Partial Year – Does not count toward probationary period
2014-15	Probation – Year 1
2015-16	Extension Year – Does not count toward probationary period
2016-17	Probation – Year 2
2017-18	Probation – Year 3
2018-19	Probation – Year 4
2019-20	Extension Year – Does not count toward probationary period
2020-21	Probation - Year 5
2021-22	Probation – Year 6 - Projected year of up/out review

This approved extension to the probationary period may be rescinded at Professor Nikolova's discretion. A request to rescind an approved probationary period extension should be submitted in writing to the dean no later than February 1 prior to the fall promotion review. If the approved extension is rescinded, then Professor Nikolova's mandatory promotion and tenure review will occur one year earlier than indicated in the chart above.

DEFENDANT'S
EXHIBIT

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Please ask Professor Nikolova to sign and return the original of this letter to Lonnie Lisenbee in this office, D7800. A copy of this approval should be placed in the departmental and dean's office faculty personnel files.

Sincerely,

Carmen Shockley

Carmen L. Shockley
Assistant Vice President for Faculty Affairs

CLS/II

xc: Associate Dean Gerald Speitel
Professor Ahmed Tewfik

Agreed:

Evdokia Nikolova
Dr. Evdokia Nikolova, Assistant Professor

Date: 10/22/2019